7TH MEETING OF HEADS OF TRAINING INSTITUTIONS

IDENTIFYING AND BUILDING CHINESE TAIPEI TAXATION OFFICERS' CAPABILITY TO ADDRESS CHALLENGING TAXATION ADMINISTRATION ISSUES

Presented by
Chinese Taipei

24-27 November 2014

Chinese Taipei

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CONTENTS

- Brief introduction to Training Institute, MOF
- Taxation Administration Issues Requiring a Capability Development Response
- Identifying Training Requirement and Drafting Annual Training Plan
- Planning and Execution of Training Courses
- Conclusion

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Brief introduction to Training Institute, MOF

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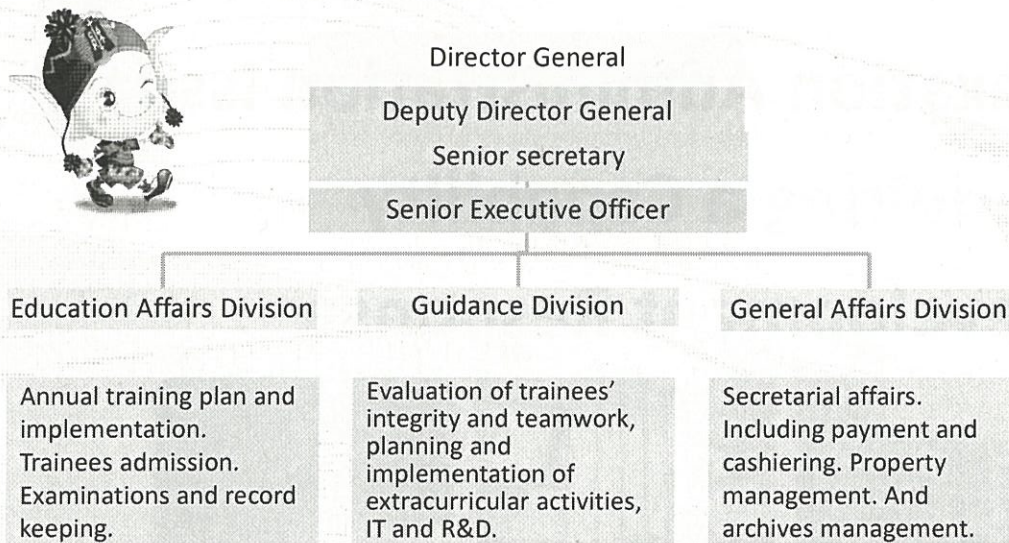
- MOFTI was established in 1969
- MOFTI is the only professional training center for personnel of the Ministry of Finance in Chinese Taipei

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MOFTI Organization structure

Director General

Deputy Director General
Senior secretary

Senior Executive Officer

Education Affairs Division	Guidance Division	General Affairs Division
Annual training plan and implementation. Trainees admission. Examinations and record keeping.	Evaluation of trainees' integrity and teamwork, planning and implementation of extracurricular activities, IT and R&D.	Secretarial affairs. Including payment and cashiering. Property management. And archives management.

- MOFTI is subordinated to the Ministry of Finance.
- MOFTI has 27 workers. All training and administrative expenditure is officially budgeted.

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Training Performance, 2009-2013

Year	Staff	Classes	Trainees	Training budgets (US$Thousand)	Total Training Hours
2009	27	237	14,133	1,800	411,399
2010	27	234	13,474	1,800	374,280
2011	27	235	14,845	1,700	389,240
2012	27	242	15,522	1,700	415,587
2013	27	243	14,431	1,700	402,706

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●Taxation Administration Issues Requiring a Capability Development Response

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Our current challenging taxation administration issues are listed as follows:

- Multinational enterprises

- New business model or innovation

- Changes and amendments to laws and public policy goals

- Communication and Coordination between agencies

- Managerial capabilities of mid and high level tax officers

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●Identifying training requirement and drafting annual training plan

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Annual training plan conference

Collecting various training suggestion and recommendation from different authorities

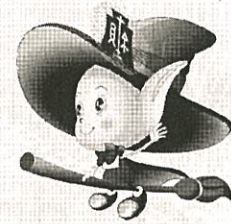Drafting temporary annual training plan

Convening a meeting to review and finalize the formal annual training plan

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Course meetings

Convening course development meetings

Inviting all related agencies together

Discussing and determining course contents, instructors, trainees, etc

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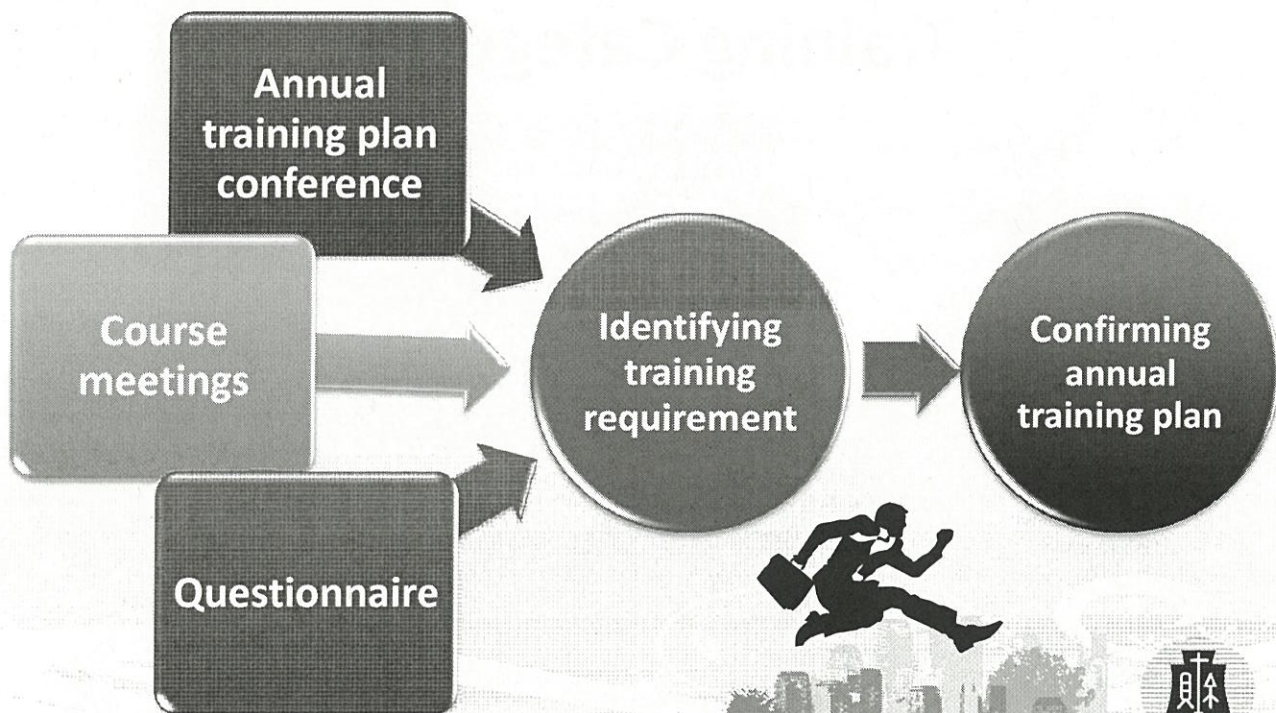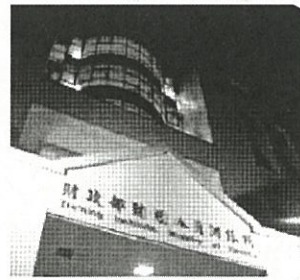
Questionnaire

Collecting questionnaires from trainees

Analyzing and reviewing the investigations

Adjusting training courses to meet the real needs

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Planning and Execution
of Training Courses

Training Categories

- Newly-Recruited Training → Preparing for the upcoming tasks and enhancing administrative efficiency.

- On-The-Job Professional Training → Strengthening the implementation of the new regulations and keep pace with the times.

- Managerial and Administrative Personnel Training → Forming a foundation for dealing with public affairs and reaching policy goals efficiently and effectively.

- International and Language Training → Promoting personnel professional qualities to the level of international standards.

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Inviting Lecturers

Senior Officials

Experts & Elites

Lecturers Database &
Satisfaction Questionnaire

Taxation Administration Agreement

MOFTI

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Training Methods

Lecture · Case Study · Panel Discussion · Scenario Analysis · Experiencing Activities · E-learning · Benchmarking · Opinion Exchange

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Evaluations

Professionalism · Innovation
Excellence · Perfection

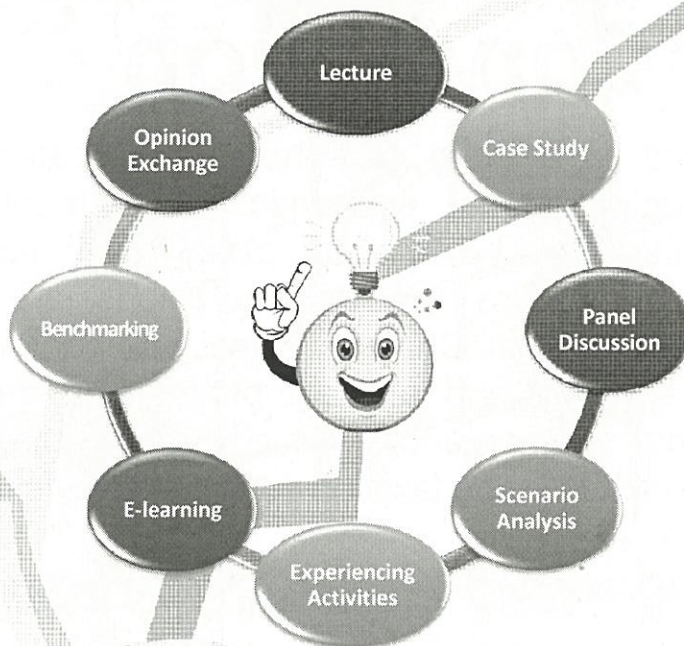Training and Practice implementation

Questionnaire

Learning Outcomes Assessment

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Conclusion

To respond to a more and more complicated and rapid-changing global economic environment, the Training Institute should work closely with taxation agencies to ensure the training needs are truly identified. MOFTI in Chinese Taipei will continue to offer an effective and efficient platform to develop professional competency, which is required to address the challenging taxation administrative issues.

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MOFTI Vision
Professional Training par Excellence Cultivating Public Finance Personnel

Thanks for your attention

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7th SGATAR MHTI Meeting

Presented by
The Revenue Department
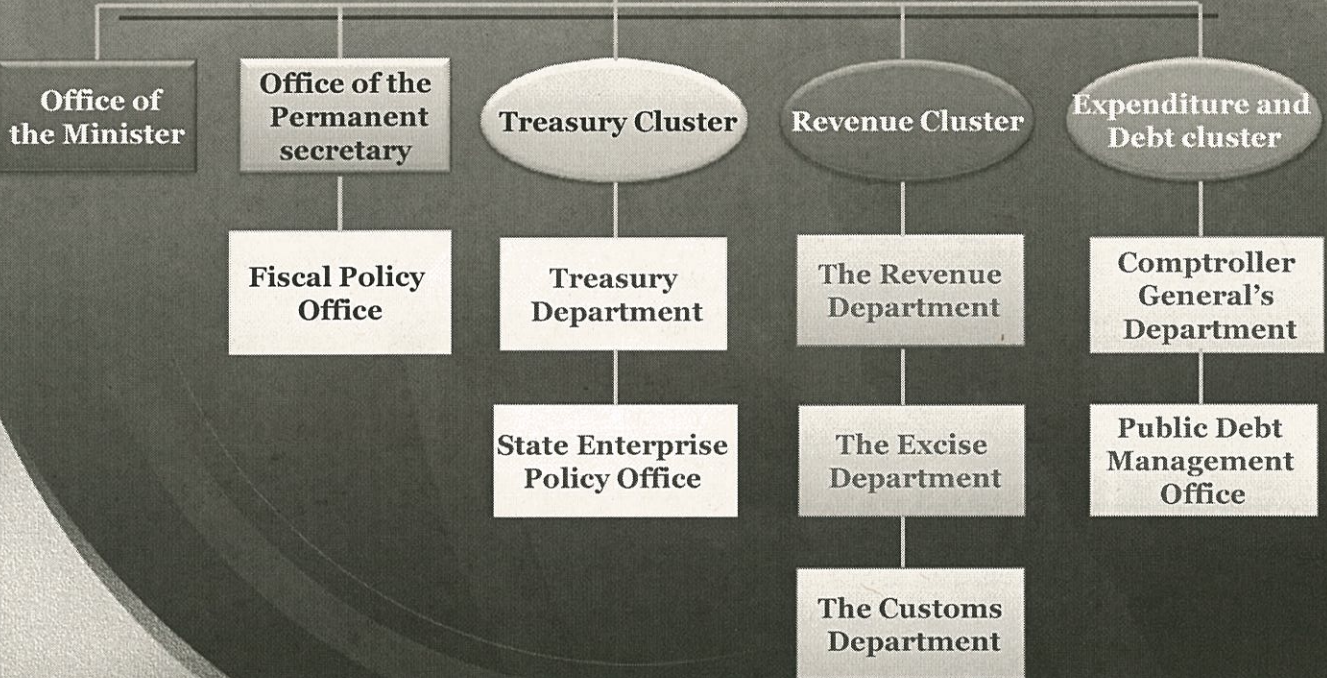**Thailand**

www.rd.go.th

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Contents

1. Introduction to the Revenue Department
2. Taxation Challenge Issues
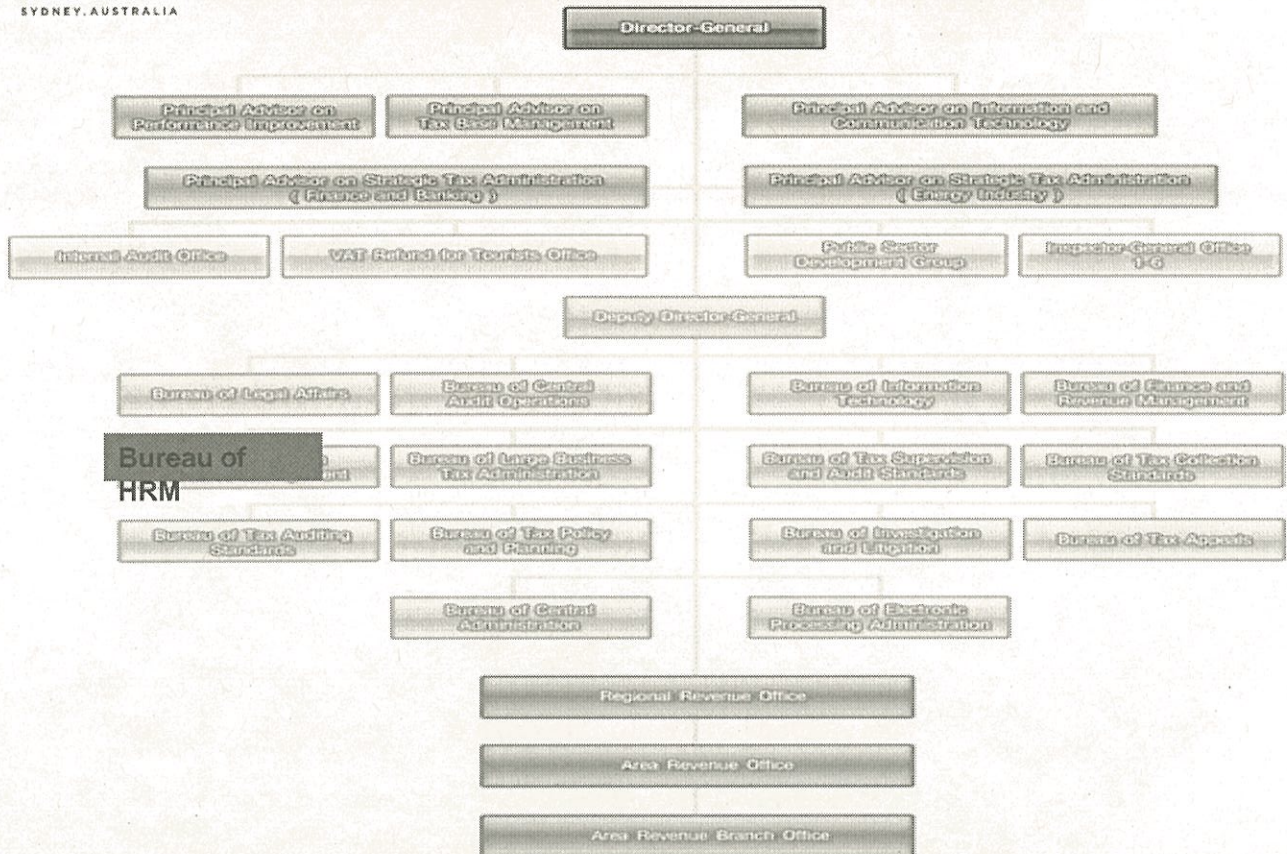3. Human Resource Development Program
4. Future Capabilities Building

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MOF Organization Structure

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                    Ministry of Finance
   ┌──────────┬──────────────┬──────────────┬──────────────┐
Office of   Office of the   Treasury      Revenue      Expenditure and
the Minister Permanent      Cluster       Cluster      Debt cluster
             secretary
                │              │             │              │
          Fiscal Policy    Treasury      The Revenue   Comptroller
          Office           Department    Department    General's
                                                       Department
                              │             │              │
                         State Enterprise The Excise    Public Debt
                         Policy Office    Department    Management
                                                        Office
                                             │
                                          The Customs
                                          Department
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RD Organization Structure

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Director-General

Principal Advisor on Performance Improvement | Principal Advisor on Tax Base Management | Principal Advisor on Information and Communication Technology

Principal Advisor on Strategic Tax Administration (Finance and Banking) | Principal Advisor on Strategic Tax Administration (Energy Industry)

Internal Audit Office | VAT Refund for Tourists Office | Public Sector Development Group | Inspector-General Office 1-6

Deputy Director-General

Bureau of Legal Affairs | Bureau of Central Audit Operations | Bureau of Information Technology | Bureau of Finance and Revenue Management

Bureau of HRM | Bureau of Large Business Tax Administration | Bureau of Tax Supervision and Audit Standards | Bureau of Tax Collection Standards

Bureau of Tax Auditing Standards | Bureau of Tax Policy and Planning | Bureau of Investigation and Litigation | Bureau of Tax Appeals

Bureau of Central Administration | Bureau of Electronic Processing Administration

Regional Revenue Office

Area Revenue Office

Area Revenue Branch Office

Challenge Issues

1 Investment in Infrastructure and Education System

2 Globalization and Free Trade

3 Tax Avoidance and Evasion and Risk Management from Business Transactions

4 IT move forward

Taxation Challenge Issues

1 Creating Tax Incentives to promote Infrastructures and Education system while RD needs to increase tax collect

2 Restructuring Tax Administration toward Business competitiveness

3 Implementing international taxation laws Reflecting cross border transactions

4 Innovation Technology

HRD Capacity building

1. Identify HR Competency

2. Competency Evaluation

3. HR Capacity Building through Courses in the form of Workshop/Seminar/Training

4. Re-competency Evaluation

Successes

1. High Performance and Potential System: HiPPs

2. Undergraduate Intelligence Scholarship: UIS

3. Individual Development Plan: IDP

Future Challenges

1 Language Intensives Courses

2 Autonomous organization

3 Model Keynote Speaker/Officer reflecting Dynamic Economic and Business changes

4 International Expert

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